

**DEPARTMENT OF VETERANS AFFAIRS**  
**Veterans Health Administration**  
**Title 38, U.S.C. Sec 7431, Physician and Dentist Annual Pay Ranges**  
**Effective January 10, 2016**

**PAY TABLE 1 – CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$100,957	\$215,000	Staff Physician or Dentist
<b>TIER 2</b>	\$110,000	\$230,000	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$120,000	\$255,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Allergy and Immunology  
 Compensation and Pension  
 Endocrinology  
 Endodontics  
 General Practice – Dentistry  
 Geriatrics  
 Infectious Diseases  
 Internal Medicine / Primary Care / Family Practice  
 Neurology  
 Periodontics  
 Preventive Medicine  
 Prosthodontics  
 Rheumatology  
 All other specialties/assignments not requiring specific specialty training

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**PAY TABLE 2 – CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$100,957	\$240,000	Staff Physician or Dentist
<b>TIER 2</b>	\$115,000	\$250,000	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$130,000	\$260,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Critical Care  
Emergency Medicine  
Gynecology  
Hematology – Oncology  
Hospitalist  
Nephrology  
Pathology  
PM&R / SCI  
Psychiatry  
Pulmonary

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**PAY TABLE 3 – CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$100,957	\$300,000	Staff Physician or Dentist
<b>TIER 2</b>	\$120,000	\$310,000	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$135,000	\$320,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Cardiology (Non-invasive)  
Dermatology  
Gastroenterology  
Nuclear Medicine  
Ophthalmology  
Oral Surgery  
Otolaryngology

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**PAY TABLE 4 – CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$100,957	\$325,000	Staff Physician or Dentist
<b>TIER 2</b>	\$125,000	\$340,000	Supervisor, Program Manager, Section Chief
<b>TIER 3</b>	\$140,000	\$355,000	Service Chief, Service Line Manager, or other assignment with a scope and complexity determined to exceed the definition of Tier 2; Network Level Assignment, National Program Responsibilities

**COVERED CLINICAL SPECIALTIES**

Anesthesiology  
Cardiology (Invasive/Non-Interventional)  
General Surgery  
Plastic Surgery  
Radiology (Non-Invasive)  
Urology  
Vascular Surgery

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**PAY TABLE 5 – CHIEF OF STAFF**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$150,000	\$300,000	Complexity Level 1a & 1b
<b>TIER 2</b>	\$145,000	\$280,000	Complexity Level 1c & 2
<b>TIER 3</b>	\$140,000	\$260,000	Complexity Level 3 or facilities with no designated level; Deputy Chiefs of Staff at Complexity Levels 1a & 1b

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**PAY TABLE 6 – EXECUTIVE ASSIGNMENTS**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$145,000	\$265,000	Principal Deputy; other Deputy Under Secretaries for Health; Chief Officers; Network Directors; Medical Center Directors; Network Chief Medical Officers
<b>TIER 2</b>	\$145,000	\$245,000	Executive Directors; other Assistant Under Secretaries for Health; VACO Chief Consultants; National Directors; National Program Managers
<b>TIER 3</b>	\$130,000	\$235,000	All VACO Physicians and Dentists not otherwise defined

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**PAY TABLE 7 – CLINICAL SPECIALTY**

	<b>MINIMUM</b>	<b>MAXIMUM</b>	<b>COVERAGE</b>
<b>TIER 1</b>	\$100,957	\$375,000	Staff Physician or Dentist
<b>TIER 2</b>	\$140,000	\$385,000	Supervisor, Program Manager, Section Chief

**COVERED CLINICAL SPECIALTIES**

Cardio-Thoracic Surgery  
Interventional Cardiology  
Interventional Radiology  
Neurosurgery  
Orthopedic Surgery